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ABSTRACT

This report presents a summary of two 1972 reports that were issued by the California Agency for Educational Research to study teachers' salaries. It includes lowest, highest, and average salaries for instructors in 67 community colleges in California. The data are grouped according to size of district, and analyzed statistically. The range of salaries paid to substitutes in these colleges is also included. (RN)

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SALARY SCHEDULES AND SALARIES PAID COMMUNITY COLLEGE INSTRUCTORS IN CALIFORNIA FOR THE YEAR 1971-1972

The California Agency for Educational Research issued two reports, April 1972, dealing with teachers' salaries. These are reports Number 3 and Number 6. The reports were summarized and are used as the basis for the present study.

The lowest and highest salaries in the salary schedules of 67 community colleges in California were determined. The average salary for instructors was provided in the report. These data were grouped according to size of district. The resulting six groups were those districts with 25,000 ADA and over; 10,000 to 24,999 ADA; 4,000 to 9,999 ADA; 1,000 to 3,999 ADA; 500 to 99 ADA; 100 to 499 ADA. For each group, the colleges were ranked according to the highest salary in the salary schedule, and the data are presented in Figure 1.

The left edge of the horizontal bar indicates the lowest salary on the salary schedule; the right edge of the bar indicates the highest salary on the salary schedule; the line separating the shaded and unshaded portion within the bar represents the average instructor's salary for that college.

The data in Figure 2 are the same as that for Figure 1 except that the colleges are arranged in rank order of instructors' salaries paid. The three vertical dotted lines in the figure represent the three values for El Camino College. Some of the horizontal bars in Figure 1 are unshaded, indicating that no average instructor's salary was provided in the data. These colleges are omitted in Figure 2. Excluding these five colleges, the following observations are made. Fifteen colleges of the 62 colleges had higher salaries paid than did El Camino College, placing El Camino College at the 76th percentile of highest salary on a salary schedule. Fifteen colleges also had higher lower salaries on their salary schedules; this, also, places El Camino College at the 76th percentile in lowest salaries on salary schedules. It is emphasized that these two sets of 15 colleges exceeding El Camino College are not necessarily the same schools in each case.

Figure 1 indicates that there is wide variability in the ranges of highest and lowest salaries on a salary schedule. Some are much more homogeneous than others.

When the average salaries paid instructors are analyzed, it is seen that four colleges exceed El Camino College. These are Contra Costa,

Pasadena, San Mateo, and Santa Monica. Thus, there is considerable variation in lowest and highest salaries on a salary schedule and salaries paid instructors at community colleges. The question is then raised, How many colleges of the 62 exceed El Camino College in average salary paid instructors as well as exceeding El Camino College in the lowest and highest salaries on the salary schedule? The answer to this question is, no colleges exceed El Camino College in all three categories.

These data are presented so that El Camino College can be compared with 13 other college districts of comparable size. Compared with these other 13 colleges, five exceed El Camino College in highest salary on the salary schedule; four exceed El Camino College in the lowest salary on the salary schedule; and three exceed El Camino College in the average salary paid instructors.

When all 62 colleges have statistical techniques applied to them, the results are shown in Tables 1 and 2.

Table 1 shows that the mean lowest salary schedule of the 62 colleges is $8,701.42, while the standard deviation is $502.17. The average salary of the districts is $14,517.71, with a standard deviation of $869.25; the highest salary on the salary schedule was $17,939.66, with a standard deviation of $1,289.07. The average number of teachers was 199.5, with a standard deviation of 246.5. It is somewhat unusual to have a standard deviation larger than the mean, but not in skewed distributions as is the case in this distribution.

Correlations were also obtained for these data to determine whether there is a relationship between these factors on a salary schedule. The highest correlation of .58 was between the highest salary on a salary schedule and the average salary of the district. The relationship between the highest and lowest salaries on a salary schedule was .38, while the relation between the lowest salary on a salary schedule and the average salary of the district was .26. The correlation between the number of teachers and the average salary of a district was .33, while the number of teachers related to the lowest salary on a salary schedule and the highest salary on a salary schedule of .20 and .15, respectively.

Figure 3 shows El Camino College salaries paid substitutes compared with other community college districts in California according to size of district. The figure shows that a few colleges have a single rate as does El Camino College. Most of them, however, have a range of salaries. Of those colleges having a single rate, two are higher than El Camino College and nine are lower. Of those in a similar size category, from 10,000 to 24,999 ADA, two are higher and one is lower. Two colleges stand out as having excessively high salaries. These are North Orange and Coast. The data had been checked but not verified with the college to see whether there is error in the highest salaries paid for these two colleges. El Camino College exceeds 17 colleges in amount of salaries paid substitutes, whether it is a single rate or a range. Four colleges exceed El Camino College whether single rate or a range is paid. These colleges are Coast, Los Rios, Peralta, and San Francisco. In three colleges, El Camino College is at the extreme lower end of the salary scale. These are North Orange, Foothill, and Sonoma.

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FIGURE 1

LOWEST AND HIGHEST SALARIES ON SALARY SCHEDULES AND AVERAGE SALARY PAID COMMUNITY COLLEGE INSTRUCTORS ACCORDING TO VARIOUS SIZE DISTRICTS 1971 - 1972

DISTRICT	
25,000 and Over	
LOS ANGELES	$17,980
10,000 - 24,999	
COAST	19,681
PASADENA	19,612
LOS RIOS	18,669
SAN MATEO	18,594
LONG BEACH	18,422
EL CAMINO	18,398
VENTURA	18,216
FOOTHILL	18,190
CONTRA COSTA	18,135
NORTH ORANGE	18,121
STATE CENTER	18,102
SAN DIEGO	17,757
SAN FRANCISCO	17,680
PERALTA	17,401
4,000 - 9,999	
MARIN	20,508
MONTEREY PENINSULA	20,390
RANCHO SANTIAGO	19,615
CERRITOS	19,090
COMPTON	18,795
CABRILLO	18,705
SANTA BARBARA	18,669
MT. SAN ANTONIO	18,660
SWEETWATER	18,567
SONOMA	18,360
PALOMAR	18,355
SAN BERNARDINO	18,326
SAN JOAQUIN DELTA	18,291
CITRUS	18,095
KERN	18,034
SOUTH COUNTY	18,033
RIVERSIDE	18,012
SANTA MONICA	17,989
WEST VALLEY	17,982
CHAFFEY	17,820
GROSSMONT	17,812
YOSEMITE	17,770
SHASTA-TEHAMA	17,581
RIO HONDO	17,210
ALLAN HANCOCK	17,195
SEQUOIAS	17,150
SAN JOSE	16,913
GLENDALE	15,580
1,000 - 3,999	
SADDLEBACK	23,900
FREMONT-NEWARK	18,183
HARTNELL	18,083
SAN LUIS OBISPO	17,861
OCEANSIDE-CARLSBAD	17,684
MT. SAN JACINTO	17,592
SISKIYOU	17,579
SIERRA	17,507
BUTTE	17,388
NAPA	17,315
GAVILAN	17,243
SOLANO	17,202
VICTOR VALLEY	17,177
IMPERIAL	16,900
MERCED	16,853
REDWOODS	16,770
ANTELOPE VALLEY	16,768
YUBA	16,663
500 - 999	
SANTA CLARITA	17,714
WEST HILLS	17,688
BARSTOW	16,700
WEST KERN	15,930
LASSEN	15,780
100 - 499	
PALO VERDE	14,050

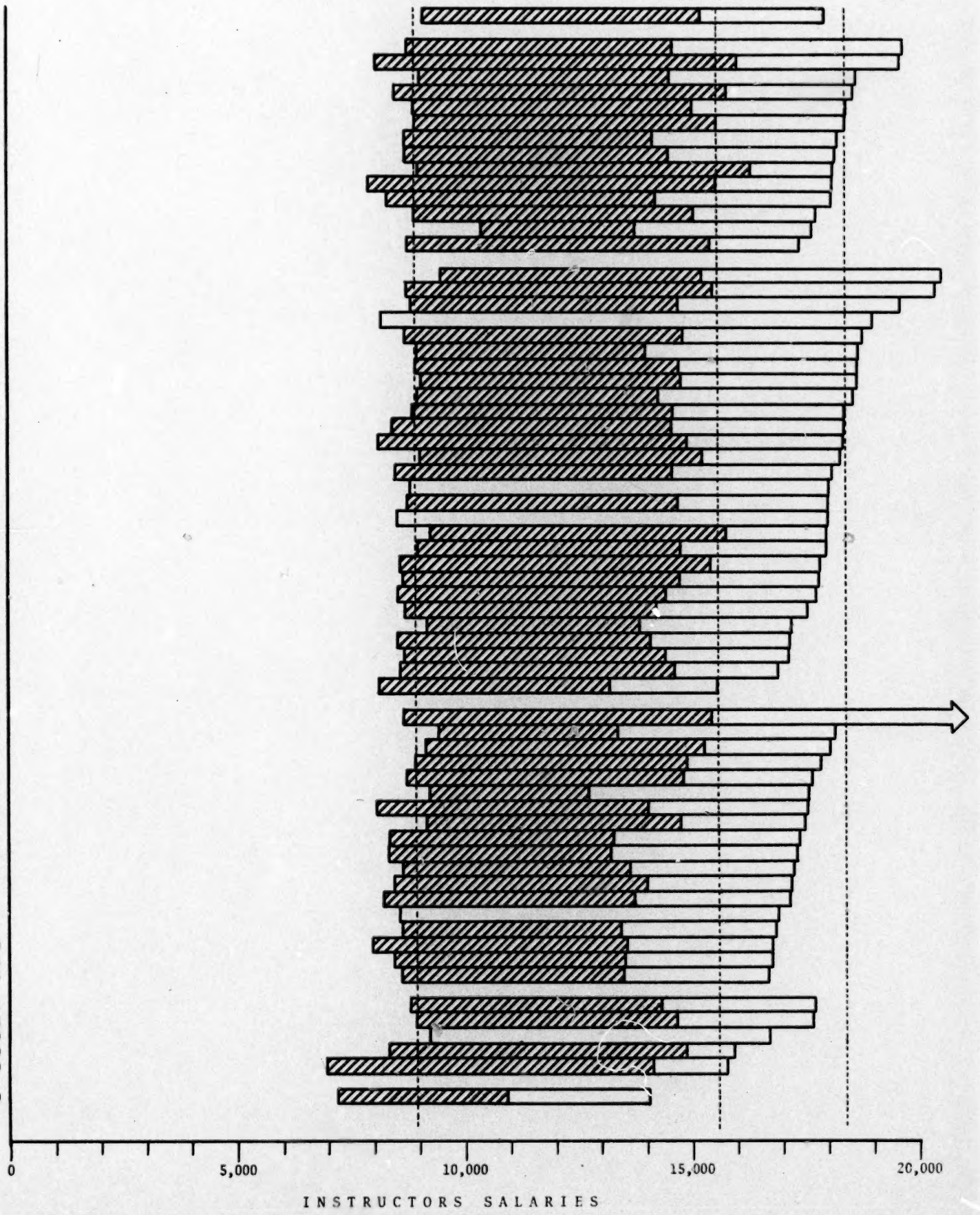

FIGURE 2

LOWEST AND HIGHEST SALARIES ON SALARY SCHEDULES AND AVERAGE SALARY PAID COMMUNITY COLLEGE INSTRUCTORS ACCORDING TO VARIOUS SIZE DISTRICTS RANKED ACCORDING TO AVERAGE SALARY 1971-1972

DISTRICT	
25,000 and Over	
LOS ANGELES	$15,240
10,000 - 24,999	
CONTRA COSTA	16,330
PASADENA	16,027
SAN MATEO	15,802
EL CAMINO	15,580
NORTH ORANGE	15,571
PERALTA	15,415
SAN DIEGO	15,068
LONG BEACH	15,048
COAST	14,603
LOS RIOS	14,564
FOOTHILL	14,513
STATE CENTER	14,236
VENTURA	14,163
SAN FRANCISCO	13,781
4,000 - 9,999	
SANTA MONICA	15,791
MONTEREY PENINSULA	15,477
CHAFFEY	15,425
SAN JOAQUIN DELTA	15,254
MARIN	15,237
SAN BERNARDINO	14,911
COMPTON	14,859
MT. SAN ANTONIO	14,785
GROSSMONT	14,773
WEST VALLEY	14,767
RANCHO SANTIAGO	14,730
SANTA BARBARA	14,715
SOUTH COUNTY	14,702
SAN JOSE	14,673
SONOMA	14,579
CITRUS	14,577
PALOMAR	14,541
YOSEMITE	14,448
SEQUOIAS	14,418
SWEETWATER	14,296
SHASTA-TEHAMA	14,249
ALLAN HANCOCK	14,108
CABRILLO	14,020
RIO HONDO	13,871
GLENDALE	13,200
1,000 - 3,999	
SADDLEBACK	15,445
HARTNELL	15,307
SAN LUIS OBISPO	14,904
OCEANSIDE-CARLSBAD	14,860
SIERRA	14,780
NAPA	14,697
SISKIYOU	14,044
SOLANO	14,031
VICTOR VALLEY	13,740
GAVILAN	13,632
REDWOODS	13,581
ANTELOPE VALLEY	13,528
YUBA	13,481
MERCED	13,431
FREMONT-NEWARK	13,395
BUTTE	13,228
MT. SAN JACINTO	12,744
500 - 999	
WEST KERN	14,876
WEST HILLS	14,656
SANTA CLARITA	14,320
LASSEN	14,137
100 - 499	
PALO VERDE	10,934

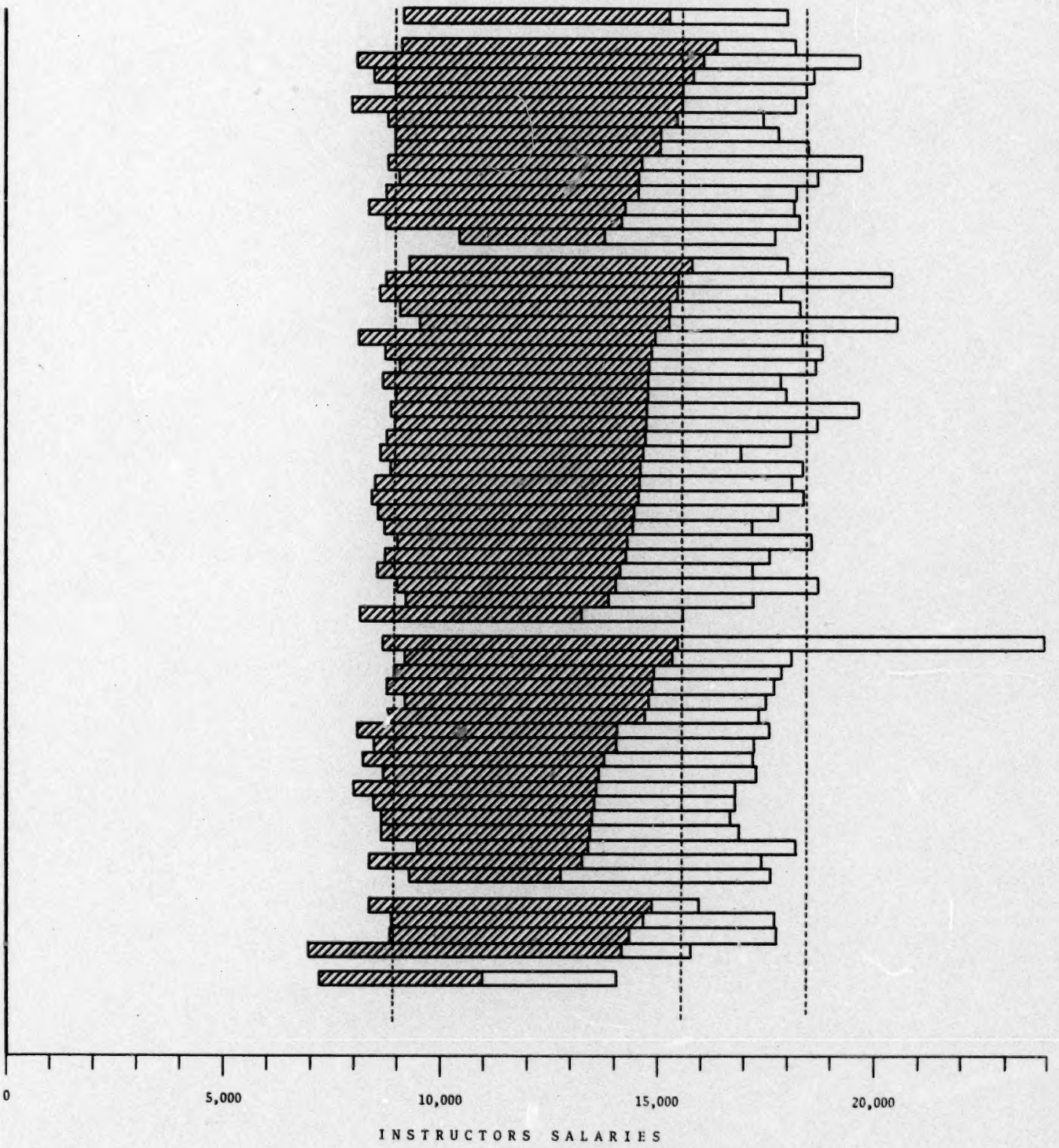

TABLE 1

MEANS AND STANDARD DEVIATIONS OF LOWEST
AND HIGHEST SALARIES ON SALARY SCHEDULES, AVERAGE SALARIES,
AND NUMBER OF TEACHERS OF 62 COMMUNITY COLLEGE DISTRICTS IN CALIFORNIA

VARIABLE	MEAN	STANDARD DEVIATION
Lowest Salary on Schedule	$ 8,701.42	$ 502.17
Average Salary of District	14,517.71	869.25
Highest Salary on Schedule	17,939.66	1,289.07
Number of Teachers	199.5	246.5

TABLE 2

INTERCORRELATION MATRIX OF SALARY AND TEACHER DATA OF
62 COMMUNITY COLLEGE DISTRICTS IN CALIFORNIA

	LOWEST SALARY ON SCHEDULE	AVERAGE SALARY OF DISTRICT	HIGHEST SALARY ON SCHEDULE	NUMBER OF TEACHERS
Lowest Salary on Schedule	1.00	.26	.38	.20
Average Salary of District		1.00	.58	.33
Highest Salary on Schedule			1.00	.15
Number of Teachers				1.00

FIGURE 3

EL CAMINO COMMUNITY COLLEGE SALARY PAID SUBSTITUTES COMPARED WITH OTHER COMMUNITY COLLEGE DISTRICTS IN CALIFORNIA ACCORDING TO SIZE OF DISTRICT

1971-1972

COLLEGE DISTRICT	SALARY
10,000-24,999 ADA	
North Orange	10.00-35.00
Coast	14.00-34.00
Los Rios	13.00-17.00
San Mateo	8.21-14.34
Foothill	10.43-13.69
San Diego	7.95-12.92
Contra Costa	8.75-12.59
Peralta	11.50
San Francisco	11.43
El Camino	10.72
State Center	7.80
4,000-9,999 ADA	
Marin	10.19-13.51
Palomar	8.89-13.51
Yosemite	8.48-13.06
Sonoma	10.00-13.00
Sweetwater	9.00-12.30
West Valley	9.75-12.25
San Jose	9.11-12.08
Monterey Peninsula	7.94-11.90
Santa Barbara	7.75-11.75
Chaffey	9.50-11.50
San Bernardino	9.50-11.50
Mt. San Antonio	9.00-11.00
South County	10.00
Compton	8.50- 9.50
Grossmont	6.75- 9.00
Citrus	8.49
Allan Hancock	8.25
Cabrillo	6.00
1,000-3,999 ADA	
Yuba	7.97-14.89
Merced	9.00-11.00
Mt. San Jacinto	8.05-10.04
Fremont-Newark	7.00-10.00
Gavilan	7.00-10.00
Oceanside-Carlsbad	9.84
Antelope Valley	7.50- 9.75
Napa	8.20- 9.10
San Luis Obispo	8.26
Butte	8.00
500-999 ADA	
Santa Clarita	8.00-10.00
West Kern	6.00